



CHARACTERISTICS OF THE IMAGE OF A MODERN LEADERSHIP PERSONNEL

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Abstract:

This article discusses the image of a modern leader and the students who have been assigned to him, and how the image has developed over the years.

Keywords: Image, character, morality, ethics, behavior, leader

Introduction

The progress of world-class management modernization is determined by: healthy environment, mutual cooperation, high production and high result. It is in the implementation of fundamental changes in this direction that the effective activities of leading individuals are important. Because, in the performance of tasks under the responsibility of a modern leader, the priority is not only to follow the rules of etiquette, but also to organize fair management. The fact that such rules of government have risen to a new level is not only in the system of political management, but also, at the same time, represents a sign of the competence of each leader in his profession. For Uzbekistan, it is also a statement that such changes have an impact. In this regard, during the years of independence, the bodies of Public Administration were radically changed. In the content and essence of their activities, Democratic and market economic principles were expressed in the Constitution of the Republic of Uzbekistan. In particular, "the state carries out its activities on the principles of social justice and legitimacy, aiming at the well-being of human and society."¹.

The degree of study of the problem

It is known that the theoretical foundations of national statehood, the construction of a just society and views on the ethics of the leader have long been expressed in the works of Central Asian thinkers. They still serve as important scientific, theoretical, spiritual sources today. In particular, in the views of thinkers such as Abu Nasr Farabi, Yusuf Khos Hajib, Amir Temur, Alisher Navoi, Husayn Ecclesiastes Koshifiy, Zahiriddin Muhammad Babur, special attention is paid to the management of the state and society and the spiritual and moral requirements for the person of the leader in it. Western and Russian scientists have a huge legacy in creating methodological foundations for the study of the qualities of leadership ethics and the issue of fair governance. In Particular, K.G.Ballestrem, M.Veber, K.S.Gadjiev, I.V.Bizyukova, M.A.Blyum, B.I.Gerasimov, M.Veber, M.Vudkok, D.Frensis. V.V.Goranchuk, J.M.Jordj, G.R.Jouns, A.Solovev, A.P.Yegorshin, V.P.Raspopov, N.V.Shashkova, I.A.Yeroxov, N.L.Zaxarov, A.I.Ionova, S.N.Parkinson, K.Pustomji, V.M.Sokolov, V.V.Cherepanov, V.Ye.Chernoskutov, I.Yu.Parfyonova, Y.S.Yakhontovas have achieved significant experience in the creation of scientific and

¹ Ўзбекистон Республикаси Конституцияси. –Тошкент: Ўзбекистон, 2023. – Б.7.



theoretical teachings on political ethics, management ethics, determination of the qualities of a leader's potential, the organization of fair governance. At this point, the Russian scientist P. Sorokin's comments, stating that "the more inappropriate a person is to the task he occupies, the more he is able to destroy society with success," confirm our views on how an urgent problem the issue of leadership ethics is for the life of the country. During the years of independence, scientists such as I. Ergashev, A. Begmatov, N. Jorayev, Sh. Pakhrutdinov, A. Kholbekov, M. Kuronov, V. Kuchkarov, N. Boymurodov, T. Alimardonov, F. Ravshanov, H. Akhmedov, O. Abdurakhmonov, who conducted research in our country, conducted scientific research on the issues of leadership ethics, spirituality, culture of organizing management, social justice, political ethics and training of potential personnel, regulation of relations between leaders and employees or teams, leaders and economic efficiency, psychology of leaders and teams, and management styles in the traditions of our national heritage. However, an analysis of the above research shows that the problems of the qualities of leadership ethics as an important factor in forming fair management have not been comprehensively studied as a separate research topic.

Methodology

In order to solve the specific problems of the moral qualities of a leader, we have to turn to the science of ethics. Throughout the development of society, the study and management of human moral qualities has been considered one of the practical tasks of the present day. As is known, ethics is a set of moral teachings, the main categories of which include such concepts as "virtue," "generosity," "justice," "conscience," "duty," etc. Ethics teaches habits, skills, and the best types of human behavior, and gives recommendations. Today, ethics has separated from philosophy as a special science, but its subject is morality (moral values). In this study, we aimed to study the criterion expressing the content of the leader's activity from the perspective of the category of morality. Ethics focuses on the study of a leader's expertise in a specific field, while ethics is a general criterion for evaluating the activities of leaders in all fields and categories. From this perspective, we focused on studying the individual and specific features of general teachings on leader ethics through ethical values. "Ethics" refers to the most comprehensive part of human character and behavior. If we take ethics as a general concept and reflect it in the form of a circle, the smallest part of the circle is occupied by etiquette, the largest part by behavior, and the most comprehensive part by ethics. Etiquette involves beautiful behavior based on national customs, which creates a pleasant impression of a person, but does not become so important in the life of the community, society and mankind. Behavior is a set of pleasant human behavior that is significant on the scale of family, community, neighborhood, but does not significantly affect the life of society and humanity. Morality, on the other hand, is the sum of positive behavior that can serve as a model for society, times, human history. From national and world experience, it is known that issues of ethics are very important in the organization of the management service and the activities of the leader. Accordingly, in order to understand why morality occupies an important place, it is necessary to briefly dwell on the essence and features of the concept of "morality". In practice, the word "morality" is often used in conjunction with the concept of "decency". It is worth noting that it is in this sense that the



concepts of “morality” and “decency” are synonyms, but there are also points of view that distinguish these concepts. It is in ethics that a general definition of the concept of morality is given, the norms of which are described, based on its categories.

Such views were expressed in the ancient times by Abu Nasr Al-Farabi, who interpreted the concept of morality in a broad sense and called on all people, regardless of religion, belief, race, or language, to unite and cooperate. He dreamed of forming a single and unified human community in the world, which would operate in the interests of all citizens². A similar definition of morality was given by our great enlightener grandfather, Abdullah Avloni, who said, "It is a science that calls people to goodness and forbids them from evil. A book that explains the goodness of good behavior and the evil of bad behavior with evidence and examples is called morality. Those who read, know, and practice the science of morality know who they are, why they have become people, and what they have done on earth to do." "If a person is not aware of himself, he does not know the value of knowledge, scholars, good people, good things, good deeds, but he who knows his fault, confesses it, and makes an effort to correct it, is a truly valuable and brave person." Morality plays an important role in the development of humanity. The great thinkers of the East considered the moral perfection of a person, his comprehensive development, and the formation of his spiritual image to be one of the important factors in the development of society. Therefore, morality is a phenomenon of spiritual life, a concept related to the field of spirituality as one of the forms of social consciousness. It is a set of stable, specific norms and rules that regulate the historically formed behavior, behavior of people, their interaction in social and personal life, as well as their relationship to society. From the above, we come to the following conclusions, namely:

1. Leadership ethics is manifested as a spiritual factor that ensures the humanization of laws in society. The ethics of a leader is a phenomenon directly related to his spirituality. Ethics imposes responsibility on the leader. When ethics becomes the main criterion for the leader's activities, fair governance is established. A leader with weak moral values will not be able to establish fair governance. It is also understood as a set of technologies and mechanisms that implement it, aimed at harmonizing and encouraging the private-professional, personal-human qualities of employees.
2. The practical result of laws aimed at principles such as justice, equality and fair distribution of social benefits in management, differentiation of labor and intellectual potential is considered a criterion for ensuring political ethics.
3. It should be recognized that developed democratic countries have extensive experience in aligning the activities of civil servants with the requirements of moral values. The main focus in this regard can be observed in the formation of systemic approaches and mechanisms aimed at building the activities of political authorities on the basis of ethical principles.

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² Forobiy A.N. Fozil odamlar shahri. –Toshkent: Xalq merosi, 1993. –B. 32.



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